



HEAD OF YEAR

Person Specification

Essential Qualities

Qualifications:

- Degree (or equivalent)
- QTS (prior to commencement of employment)

Personal Qualities:

- An outstanding teacher
- An enthusiasm for teaching and a genuine interest in learning strategies
- An interest in the development of young people and their needs
- The ability to form good relationships with colleagues and students
- Extremely strong inter-personal skills, enjoying good relationships with, students, staff and parents
- Ability to see change as an opportunity
- The ability to plan, monitor and evaluate effectively, including the capacity for self-criticism
- Drive and energy
- A commitment to high standards in personal work
- The ability to work under pressure
- Good organisational and logistical skills; meeting deadlines and working under pressure
- A record of good health and attendance and smart personal appearance
- Able to provide a positive role model for students
- Willingness to be involved in extra-curricular activities
- Clear educational vision

Knowledge & Experience:

- Strong knowledge of the demands of a pastoral role
- Understanding of self-evaluation
- Ability to address and chair meetings/gatherings of students, staff and parents with confidence
- He/she must be able to command respect and be able to make decisions with firmness and certainty whilst motivating those around them
- The ability to express themselves clearly and articulately, both verbally and in writing
- Evidence of sound skills in ICT and an awareness of how to maximise its use to aid learning

Desirable Qualities:

- Ability to effect change
- Vision for the leadership role
- Evidence of relevant experience outside the classroom
- Success in use of personalised learning approaches
- Sense of proportion and humour
- Innovative approaches to learning
- An aptitude to be creative and original

Working with children and young people

In addition to the candidate's ability to perform the duties of the post, the interview will explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with young people
- Ability to form and maintain relationships and personal boundaries with young people
- Emotional resilience in working with the challenges that teenage boys can present
- Attitudes to the use of authority and maintaining discipline.

January 2018